BRISTOL WARREN REGIONAL

SCHOOL COMMITTEE MEETING

MONDAY, JUNE 27, 2011

The bi-monthly meeting of the Bristol Warren Regional School

Committee was held on Monday, June 27, 2011, in the cafeteria of Mt.

Hope High School, 199 Chestnut Street in Bristol, Rl. The

Chairperson, John C. Bento, called the meeting to order at

approximately 7:12 PM.

Present: John C. Bento, Chair, Paul Silva, Vice-Chair, William M.

O'Dell, Treasurer, Karen A. Lynch, Secretary, Denise R. Arsenault,

Diana B. Campbell, Marjorie J. McBride, Susan Rancourt and John P.

Saviano; Melinda L. Thies, Superintendent; Mario J. Andrade,

Assistant Superintendent; Pauline A. Silva, Director of Administration

and Finance; Leslie J. Anderson, Director of Pupil Personnel

Services; and Andrew D. Henneous, Esq., District Solicitor

Absent: none

OPENING BUSINESS

All present were invited to join in the Pledge of Allegiance to the Flag.

Accolades

Some Kickemuit Middle School athletes have earned recognition at the state level of competition at the 2011 State Track Meet under the direction of Mr. Brian Beausoleil, the Kickemuit Track Coach. Presented to Mr. Michael Carbone, were citations for the following athletes:

Karina Tavares 3rd place in 3000 meter

Katarina Heyden 5th place in 3000 meter

Sarah Aubin 5th place in discus

Shayne Simpson 4th place in 200 meter; 6th place in 4x100 meter

Joshua Conti 6th place in 4x100 meter

Patrick Larson 6th place in 4x100 meter

Matt Matrone 6th place in 4x100 meter

Quinlin Preston 1st in discus, 2nd in javelin, 2nd in 400 meter, 4th in 800 meter

Music teacher Missy Labonte recently shared some good news about our Kickemuit Middle School students. On June 3rd, the KMS 8th Grade Band and 7th and 8th Grade Chorus traveled to the Great East Festival in Litchfield, NH to perform concert music for a panel of judges. Both groups received gold medals for their outstanding performances!

Each and every one of them also represented our community by displaying our core beliefs of respect, responsibility, integrity and learning throughout the day. We want to express our pride in the students and the Kickemuit music department by presenting to Ms.

Labonte a citation recognizing the accomplishments of the 8th Grade

Band and 7th and 8th Grade Chorus.

PUBLIC COMMENT / PUBLIC FORUM

None

EXECUTIVE SESSION – 7:18 PM

MOTION: In accordance with open meetings law 42-26-5(a)(1), 5(a)(2), at 7:18 PM Mr. Silva motioned to go into Executive Session for an update on collective bargaining, personnel, and administration; Mrs. McBride seconded. Any individual being discussed has been given notice. The motion passed unanimously.

Mrs. Arsenault will recuse herself from the discussion on collective bargaining.

RESUMPTION OF MEETING – 8:13 PM

In Executive Session, the Committee discussed the topics mentioned above.

CONSENT AGENDA

MOTION: Mr. O'Dell motioned to approve the consent agenda. Mrs. Campbell seconded. The motion passed by a vote of 9 to 0.

MOTION: Mrs. Campbell motioned to seal the minutes to the May 23, 2011 Executive Session; Mr. Silva seconded. The motion passed by a vote of 9 to 0.

At the suggestion of Mr. Silva, Chairman Bento will in the future, for the sake of public awareness, list on the agenda the positions or the type of positions being recommended for appointment.

Superintendent Thies commented that it was with a heavy heart she had to recommend the acceptance of the resignation of Jaime Crowley, Assistant Principal of Mt. Hope High School; being like-minded, Mrs. Thies admired Mr. Crowley's vision and work ethic and the major reforms he has brought to the high school. The reason for his departure is Mr. Crowley's 10-year-old son's request for him to be the principal of his school. Mr. Silva asked anyone at the Thompson Middle School to haunt Mr. Crowley until he returns to Bristol Warren.

Mr. O'Dell wished to make it clear to those in attendance that every name brought forward on the Personnel Recommendations has been awarded their position. A little further into the meeting, as a point of order, Mr. O'Dell asked that the individual coaching appointments be announced. Mr. Bento obliged.

BUDGET FACILITIES SUBCOMMITTEE

Mr. O'Dell said the full Committee will tonight vote on the budget for the next fiscal year; the date of the next Subcommittee meeting has not yet been set.

POLICY/ COMMUNITY AFFAIRS SUBCOMMITTEE

Mrs. Arsenault urged the Committee to pass the policies on tonight's agenda; the next Subcommittee meeting is tentative for Monday, August 1, 5:30 PM at Oliver.

PERSONNEL/ CONTRACT NEGOTIATION SUBCOMMITTEE

Mr. Saviano had nothing to report at this time.

WELLNESS COMMITTEE

Mrs. Campbell had nothing new to report at this time.

CHAIRPERSON'S INITIATIVES

Mr. Bento announced a change in the appointment of school liaisons:

Mrs. Campbell will be the liaison to Kickemuit Middle School and

Mrs. McBride will be the liaison to Guiteras School. At the July 18th meeting, Mr. Bento will have a brief discussion on a media campaign and the location of meetings.

The Chair asked Attorney Henneous to speak about the Open Mr. Henneous explained the open meetings law Meetings law. triggers only on a quorum -- five Committee members; discussion among four members has no implications. This applies also to a "rolling quorum" in the instance of five members emailing back and forth becoming a discussion and is therefore a violation. Mr. Henneous suggested avoidance of email traffic back and forth on a topic not properly advertised and if there is a fact that should be shared with the entire Committee, a notation should be included in the message to not respond to this email, the subject will be discussed at a future meeting. Mr. Bento said a safe way to disseminate information if through the clerk. A quorum of a subcommittee would have the same restrictions on discussion of subcommittee business.

Mrs. Campbell asked about the earlier discussions on having a consultant conduct a special meeting of the Committee in August to review goals. Mr. Bento confirmed this is still the plan; Mr. Saviano explained that many qualified consultants are not readily available in August due to vacation commitments before their children return to school; he asked for the Committee's indulgence.

SUPERINTENDENT'S RECOMMENDATIONS AND ISSUES

Recommendation # S2011-30 A-F: CONSENT AGENDA -PERSONNEL

A. BEFORE AND AFTER SCHOOL PROGRAM: That the School Committee confirm the recommendation of the Superintendent to appoint the following applicants to the School of the 21st Century, Before and After School Program, as listed below (pending sufficient enrollment to warrant running this program and DCYF CANTS clearance):

1. Samantha Brilhante Child Care Provider (Part Time)

Effective: Immediately, for the 2011-12

school year, pending satisfactory

completion of pre-employment

requirements

Reason: To fill a vacancy

Funding: Parent Fees/Self-Sufficient

2. Holly Eaton Child Care Provider (Part Time)

Effective: Immediately, for the 2011-12

school year, pending satisfactory

completion of pre-employment

requirements

Reason: To fill a vacancy

Funding: Parent Fees/Self-Sufficient

3. Zachary Fenster Child Care Provider (Part Time)

Effective: Immediately, for the remainder of

the 2011-12 school year, pending

satisfactory completion of pre-

employment requirements

Reason: To fill a vacancy

Funding: Parent Fees/Self-Sufficient

4. Talia King Child Care Provider (Part Time)

Effective: Immediately, for the remainder of

the 2011-12 school year, pending

satisfactory completion of pre-

employment requirements

Reason: To fill a vacancy

Funding: Parent Fees/Self-Sufficient

B. EXTRACURRICULAR ACTIVITIES: That the School Committee confirm the recommendation of the Superintendent to appoint the following applicants to the extracurricular positions listed below for the 2011-12 school year only (pending certification, funding and sufficient sign-ups to warrant running these programs):

FALL COACHES - MT. HOPE HIGH

Sport Position Coach

- 1. Football Head Coach Ronald Silva
- 2. Football Asst. Coach Derek Miller *
- 3. Football Asst. Coach Jack Osteen *
- 4. Football Asst. Coach Shane Parker *
- 5. Soccer (Girls) Asst. Coach Gina Calenda
- 6. Soccer (Girls) Asst. Coach Kerri Ferreira
- * Pending satisfactory completion of pre-employment requirements
- C. ELEMENTARY SUMMER PROGRAM: That the School Committee confirm the recommendation of the Superintendent to appoint the following individuals for the Summer 2011 session only of the Bristol Warren Regional Elementary Summer Program contingent upon sufficient enrollment:

Name Position

- 1. Diane DaSilva Teacher
- 2. Christina Farley * Teacher
- 3. Sarah Hess * Teacher
- 4. Lisa Hofmann * Teacher
- 5. Pamela J. Murphy Teacher
- 6. Kristina Tomkinson Teacher
- 7. Marie Waring * Teacher

- * Pending satisfactory completion of pre-employment requirements
- D. EXTENDED SCHOOL YEAR (ESY) SERVICES PROGRAM: That the School Committee confirm the recommendation of the Superintendent to appoint the following individuals for the Summer 2011 session only of the Bristol Warren Regional Extended School Year (ESY) Services Program contingent upon sufficient enrollment:

Name Position

- 1. Jennifer Lesperance * Special Educator
- 2. Nichole Mitchell Special Educator
- 3. Meghan Muller * Special Educator
- 4. Jasmin Desmarais * Certified Occupational Therapist Assistant (COTA)
- 5. Deborah Allen Speech/Language
- 6. Maryann Gustafson Teacher Assistant
- * Pending satisfactory completion of pre-employment requirements

E. RESIGNATIONS: That the School Committee confirm the recommendation of the Superintendent to accept the resignations of Jaime Crowley from the position of Secondary Assistant Principal (Guidance), Grace C. Moreira from the position of Elementary English as a Second Language Teacher and Nicole Morreo from the position of Child Care Provider as listed below:

1. Jaime M. Crowley Asst. Principal (Guidance) – Mt. Hope High

Effective: June 24, 2011

Reason: Personal

2. Grace C. Moreira English as a Second Language Teacher –

Guiteras

Effective: June 30, 2011

Reason: Retirement

3. Nicole Morreo Child Care Provider

Effective: July 1, 2011

Reason: Personal

F. SUSPENSION, NONRENEWAL AND/OR TERMINATION OF CERTIFIED PERSONNEL: That the School Committee confirm the recommendation of the Superintendent to rescind the vote(s) of February 8, 2010 and February 14, 2011 as to the following listed teachers and appoint the listed teachers to the positions indicated:

Name Anticipated Assignment

- 1. Christine Bean Secondary Science (2/5 time)
- 2. Carol Cappadona Elementary Library/Media Specialist (4/5 time)
- 3. Vanessa Cronan Elementary
- 4. Rebecca Gordon Secondary Social Studies
- 5. Tara Mellow Elementary

- 6. M. Jessica Mulvena Secondary Mathematics
- 7. Diane White Middle School Library/Media Specialist

Recommendation #S 2011-31: That the School Committee, upon the recommendation of the Superintendent, and supported by the Budget/Facilities Subcommittee, approve the 2011-2012 Budget as presented

MOTION: Mrs. McBride motioned to approve; Mr. O'Dell seconded. Mr. O'Dell made two comments: 1) the reason the District fairs so well after sustaining deep financial cuts is due to the excellent leadership; and 2) unlike all years prior, the District transferred the \$400,000 FY 11 fund balance into the FY 12 general fund in order to balance the budget. Ordinarily this money would have been transferred to capital projects; this is not a recommended practice because it is a one-time funding source but it gets us by for now; we will not have this next year.

Mrs. Arsenault commended Mrs. Silva and her staff, Mrs. Thies and the Budget Subcommittee for their work to balance the budget and get by with less money without harming students. Mrs. Campbell added that the \$800,000 budget cut would have been much worse without the support shown at Joint Finance; administration did a commendable job in balancing good programming without impacting students. Mr. Saviano stated we would not have had to use the \$400,000 fund balance if Joint Finance had done what he believes is

the right thing.

Mr. Silva also thanked the Subcommittee and commended administration for taking the opinions of nine Committee members into consideration; the Committee should support administration and have faith in their decision making; he pointed out that all the cuts having to be made affect the children in one way or another. Mrs. Lynch recognized the difficulty of administration's job to sustain the cuts that year after year do affect the students; she supports this budget. Mr. Bento echoed most everyone's thoughts; the cuts do affect the students even if not immediately; as Chair Mr. Bento must sign "pink slips", a job not taken lightly; we are fortunate enough to call most teachers back and we have a good plan for moving forward.

The motion to approve passed by a vote of 9 to 0.

Recommendation #S 2011-32: That the School Committee, upon the recommendation of the Superintendent, appoint the School Dentist for the 2011-2012 School Year

Mrs. Thies recommended the reappointment of Dr. Peter Kotuby.

MOTION: Mrs. McBride motioned to approve; Mr. O'Dell seconded. The motion passed unanimously.

Recommendation #S 2011-33: That the School Committee, upon the recommendation of the Superintendent, appoint the School Doctor

for the 2011-2012 School Year

Mrs. Thies recommended the reappointment of Dr. Leonard Parker.

MOTION: Mr. O'Dell motioned to approve; Mr. Silva seconded. The motion passed unanimously.

Recommendation #S 2011-23: That the School Committee, upon the recommendation of the Superintendent, and supported by the Policy/Community Affairs Subcommittee, approve the new School Committee Policy EBD Indoor Air Quality Policy (First Reading) (tabled at May 23, 2011 Meeting)

MOTION: Mr. Silva motioned to approve; Mrs. Arsenault seconded.

Mr. O'Dell feels some of the items mentioned in this policy are done by the Director of Facilities' in his normal course of business and seem unnecessary to mention. Mrs. Arsenault said our Director of Facilities wrote this policy as mandated by the State of Rhode Island in the Necessity of School Construction Regulations and trusts that Mr. Simmons addressed this concern.

Mrs. McBride agrees there is too much stated in this policy which could be dangerous; although she would like the District to promote health and safety, this does not belong in a policy book; Mrs. McBride would like Attorney Henneous' input. Mr. Henneous will review the policy. Mrs. Arsenault stated this policy has come forward before; it is required for submission of our 5-Year Asset Protection Plan and is a statement that the District cares.

Mrs. Lynch moved the motion. Mr. O'Dell stated that a motion cannot be moved until all members have had two opportunities to speak.

Mrs. Campbell would also like Mr. Henneous to review the policy. Mr. Silva said the policy is needed in order to get housing aid and suggested passage of the first reading with a legal review before the second reading. Mrs. Thies said a delay would most likely not impact the Plan approval because the policy is moving forward.

MOTION: Mr. Silva motioned to amend his motion to approve the first reading and forward the policy to Attorney Henneous for a recommendation for deletions or changes for the second reading.

Mrs. Arsenault seconded.

The motion passed by a vote of 8 to 1 with Mrs. McBride opposed.

Recommendation #S 2011-24: That the School Committee, upon the recommendation of the Superintendent, and supported by the Policy/Community Affairs Subcommittee, approve the new School Committee Policy JC Elementary Placements Policy (First Reading) (tabled at May 23, 2011 Meeting)

Mrs. Thies withdrew her recommendation at this time.

Recommendation #S 2011-25: That the School Committee, upon the recommendation of the Superintendent, and supported by the Policy/ Community Affairs Subcommittee, approve the new School Committee Policy GBEC Blood Borne Pathogens Exposure Control Policy (Second Reading)

MOTION: Mrs. McBride motioned to approve; Mr. Silva seconded. Mr. O'Dell raised concerns that item II.H. Training and Education of Employees could cost the District money; Mrs. Thies explained this is a relatively simple training via a video. The motion to approve passed by a vote of 9 to 0.

Recommendation #S2011-34: That the School Committee, upon the recommendation of the Superintendent and supported by the Director of Pupil Personnel Services, appoint the officers of the Bristol Warren Special Education Advisory Committee (SEAC)

MOTION: Mrs. McBride motioned to approve; Mr. O'Dell seconded. Mrs. Anderson provided the following: SEAC by-laws require these appointments; recommended are Fred Orwiler as Chairperson, Michelle Cordeiro (parent) as Secretary, Deb Coury for Public Relations, and Eileen Ciniglio (community member) as Treasurer. The group has not been active during this year; when meetings resume, minutes will be provided to the School Committee. The motion to approve passed by a vote of 9 to 0.

Recommendation #S 2011-35: That the School Committee, upon the recommendation of the Superintendent, approve the new School Committee Policy DIC GASB 54: Spending and Minimum Fund Balance Policy (First Reading)

MOTION: Mrs. Arsenault motioned to approve; Mr. Silva seconded. Mrs. Arsenault stated this policy, which has to do with accounting and the use of District funds, is mandated by law, is effective June 30, and does not need to come before the Policy Subcommittee. Mrs. Lynch asked if Attorney Henneous has reviewed the policy; Mrs. Silva explained this policy comes from the Governor's Accounting Standards Board; Mrs. Thies added it has been vetted through RIASBO which has legal counsel so it is not a necessary process at this time. The motion to approve passed by a vote of 8 to 1 with Mrs. Lynch opposed.

Recommendation #S 2011-36: That the School Committee, upon the recommendation of the Superintendent and supported by the Policy/Community Affairs Subcommittee, approve the new School Committee Policy- Human Capital Management Policy (First Reading)

MOTION: Mr. Silva motioned to approve; Mrs. Rancourt seconded. Mrs. Arsenault stated for the record she is absolutely opposed to the title of this policy; she finds it deplorable for the State to call our staff "human capital"; it is a good policy for hiring and retaining highly

effective staff so Mrs. Arsenault recommends passage of the policy while ignoring the title. Mrs. Thies had consulted District Counsel about the title; the policy closely aligns with the BEP so Mr. Henneous' recommendation is to retain the current title.

Mrs. McBride agrees with Mrs. Arsenault about the title; also the policy should state that it replaces some existing policies which should be mentioned specifically; this notation will be included for the second reading. Mrs. Thies confirmed for Mrs. Campbell that this policy effectively eliminates the job fair.

About the title, Mr. Saviano argued that it is actually a compliment, putting personnel into an asset category, almost on a balance sheet. Mrs. Arsenault reiterated her distaste for the use of the term "human capital," and asked that the supersede notation be added to the policy for the second reading.

Mrs. Rancourt left the meeting at 9:18 PM.

Mr. O'Dell had a number of concerns:

- Objective, second paragraph-- strike the word "effective"
- Objective, third paragraph does this have legal implications; Mrs. Thies said research shows a highly effective teacher can impact students regardless of the number of students in a class so this is a non-issue.
- Objective, fourth paragraph Should "may not" be "cannot" Mr.

Henneous confirmed "may not" is appropriate

• IX. Recruitment and Selection – there is no governance of the Committee, parameters are spelled out for others but not the Committee; Mr. Henneous advised reliance on the Superintendent's judgment; Mrs. Thies felt we should abide by our protocols and her recommendation allows for public discussion and provides checks and balances

• Last sentence, "this policy shall be considered automatically amended"—not comfortable with this, as changes could be made without a Committee vote; Mr. Henneous said this is boiler plate language; Mrs. Arsenault noted that by passing this policy we are saying we agree with the BEP and Committees would be informed by the Board of Regents of any changes to the BEP

The motion to approve passed by a vote of 7 to 1 with Mr. O'Dell opposed.

ADJOURNMENT – 9:27 PM

MOTION: There being no further business to discuss, Mrs. McBride, seconded by Mrs. Campbell, motioned to adjourn at 9:27 PM. The motion was unanimously approved.

Respectfully submitted,

Karen A. Lynch, Secretary

/c